A2070-3-4

ALA Survey of Librarian Salaries 1988

Mary Jo Lynch, *Project Director*
Margaret Myers

ALA Survey Report

American Library Association
Office for Research and
Office for Library Personnel Resources

American Library Association
Chicago and London 1988

Acknowledgments

The authors wish to thank the many respondents who filled in and returned questionnaires. We are also grateful to Herbert Goldhor who helped us design this survey in 1982 and to Diann Jaybusch and her team at the Library Research Center of the School of Library and Information Science at the University of Illinois for managing the mailings and processing the returns in 1988. Finally, thanks are due Verlena Simms and Maxine Moore for careful typing of the text and to Verlena Simms and Bill Drewitt for the tables.

ISBN 0-8389-3366-1
ISSN 0747-7201

Copyright ©1988 by the American Library Association. All rights reserved except those which may be granted by Sections 107 and 108 of the Copyright Revision Act of 1976.
Printed in the United States of America.

Table of Contents

ACKNOWLEDGMENTS

INTRODUCTION 1

RESULTS 3

- Director 4
- Deputy/Associate/Assistant Director 7
- Department Head/Branch Head 10
- Reference/Information Librarian 13
- Cataloger and/or Classifier 16
- Collection Development Librarian/Subject Bibliographer 19
- Children's and/or Young Adult Services Librarian 22
- Beginning Librarian 24

DISCUSSION 27

General Comments on Results 27
- Salaries by Position 27
- Salaries by Type of Library 28
- Salaries by Region of the U.S. 28

Complicating Factors 28
- Meaning of "Full-Time" 28
- Meaning of "Professional" 29
- Salaries Below $10,000 29
- Job Levels or Faculty Ranks 29

APPENDIXES

A. Salary Surveys Providing Information on Library Workers 31
B. ALA Policies Relating to Salary Issues 38
C. Selected Bibliography on Compensation and Employee Benefits 42
D. Technical Considerations 43
E. Cover Letter 47
F. Survey Questionnaire 48
G. Salaries Paid for Less than a 12 Month Year in Academic Libraries 52

1
Introduction

Librarians, the people who hire them, and interested others often ask the ALA Office for Library Personnel Resources (OLPR) to tell them what salary might be paid to a librarian in a particular position, working in a particular type of library, in a particular part of the U.S. To fill the need for information of this kind, ALA begin conducting a periodic survey of salaries for full-time professionals in academic and public libraries. Reports were published in 1982, 1984, and 1986. This report is the fourth in that series. Although it is similar to the first three in many ways, it is also quite different.

This report presents salaries paid to incumbents in seven positions commonly found in U. S. academic and public libraries. Salaries were reported as of January 1, 1988. For each of six positions, the report contains six tables, one for each of five library types and one for all five combined. The seventh position - children's and/or young adult services librarian--is shown only for public libraries. Each of the tables shows the range, mean, first quartile, median, and third quartile of salaries in four geographic regions. Salaries paid to beginning professionals are also displayed in the same way.

The 1988 report is **similar** to the 1982, 1984, and 1986 report in five major ways:

- It is based on a survey of **libraries,** not individual librarians.
- It is based on a survey of **full-time professional** positions.
- It is based on a survey of **public and academic** libraries only. (Sources for salaries in other libraries are given in Appendix A).
- The public and academic library universe is stratified by the same **type/size criteria:** public libraries serving populations of from 25,000 to 99,999, public libraries serving populations of 100,000 or more, 2-year colleges, 4-year colleges, and universities. (The last category includes all institutions offering work beyond the bachelor's level).
- The nation is stratified into the same **geographic areas:** North Atlantic, Great Lakes and Plains, Southeast, West and Southwest (see Appendix D for lists of states).

The 1988 report is **different** from the earlier reports in three major ways.

- It shows **salaries paid** but not scheduled salaries which were shown in previous years. Many respondents were unable to provide information on scheduled salaries in the past and interviews with library directors revealed minimal interest in scheduled salaries.
- It includes **seven positions** rather than thirteen. The positions dropped were those for which the number of respondents was not high enough in 1986 to produce valid results for each region and type/size category.

- It shows the **first quartile, median and third quartile** for salaries paid in each type/size of library and region in addition to the mean, and range (low and high) for each position reported.

This last is the most significant change. Because of it, the 1988 report provides a great deal more information about the salary situation for the positions covered than earlier reports conveyed. The first quartile marks the point which separates the lower 25 percent of salaries for a position from the upper 75 percent. The median marks the exact midpoint in an array of salaries, i.e., 50 percent of the salaries fall below it and 50 percent are above it. The median is a useful complement to the mean (arithmetic average) since it is not subject to distortion by one or more extremely high or low values. The third quartile marks the point below which 75 percent of the salaries fall. Only 25 percent of the salaries are above the third quartile. In using percentiles, the ALA salary survey follows a practice common to salary surveys in related fields.

Those changes were made after careful consideration of the first three reports, comments in published reviews, telephone interviews with a purposive sample of library directors, and reactions by ALA Program Directors to a memo describing proposed changes. The changes may have reduced the burden on respondents and staff to the point where it might be possible to conduct the survey annually in the future.

The Library Research Center of the University of Illinois Graduate School of Library and Information Science performed the mailing, processing, and computer analysis of the questionnaires. ALA's OFR and OLPR used that analysis to produce this report.

Mary Jo Lynch, Director of ALA's Office for Research, directed the project and wrote this report with assistance from Margaret Myers, Director of ALA's Office for Library Personnel Resources. Myers was responsible for Appendix A and C.

We hope the results of the survey will be useful to employers of librarians who need this information in administering an equitable pay plan and to librarians seeking employment or career advancement.

2

Results

The survey questionnaire was mailed to 1,314 randomly selected libraries in February, 1988. Samples were drawn from twenty groups of libraries formed by stratifying five type-of-library categories by four regions of the U.S. Appendix D describes how groups were formed and sampled. By the second week in June, usable responses had been received from 1,133 libraries, 86 percent of those selected.

The results of this survey are presented on the following pages in eight sets of tables. The first six sets present salaries paid to incumbents in positions common to both public and academic libraries. Respondents were asked to report all professional, full-time incumbents except for beginning professionals. There are three pages of tables for each position. The first table on the first page presents salaries paid in medium-sized public libraries, i.e., those serving between 25,000 and 99,999. For each of four regions of the country and for the nation as a whole, the table shows the number of positions reported (N), the lowest salary and the highest salary (range), the mean (arithmetic average), the first quartile, median, and third quartile. This pattern is repeated for large public libraries (i.e., those serving populations of 100,000 or more), and for libraries in two-year colleges, four-year colleges, and in universities (i.e., institutions offering work beyond the baccalaureate degree).

Following these six sets of tables is a smaller set for children's and/or young adult services librarian. For this position, tables are given only for the two sizes of public library and for all public libraries.

The last set of tables describes salaries paid to beginning professionals following the pattern set in the first seven sets of tables.

The following example illustrates how to interpret the tables. In the first table for the position of director--the table presenting salaries paid in medium-sized public libraries--there were 123 salaries reported from the North Atlantic region. The lowest of these was $15,834 and the highest was $89,300. When all the salaries were added together and the result was divided by the total number (123) the average or mean was $37,805. When all the salaries were arrayed from low to high, 25 percent of them fell below $28,988, the first quartile, 50 percent fell below $36,692, the median, and 50 percent were above $36,692. Seventy-five percent fell below $43,248, the third quartile, and 25 percent were above that amount. The middle 50 percent of the salaries fell between $28,988 and $43,248.

Two caveats should be observed in reading the tables. The higher the number of cases (N), the more reliable the results of the sample in giving a true picture of the total population. When the number of cases is less than twenty-five, the results should be used with caution. When the mean and the median are not close together, the mean is being influenced by some unusual values. When the mean is higher than the median, there are one or more very high salaries. When the mean is lower than the median, there are one or more very low salaries.

Director (Page 1 of 3)

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=123 Range=$15,834 to $89,300	37,805	28,988	36,692	43,248
Great Lakes & Plains N=119 Range=$17,396 to $55,800	33,697	28,000	32,322	40,000
Southeast N=118 Range=$11,939 to $45,675	26,391	21,969	26,249	30,821
West & Southwest N=76 Range=$10,200 to $62,364	38,991	30,200	36,904	50,021
All Regions N=436 Range=$10,200 to $89,300	33,801	25,723	32,000	40,000

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=32 Range=$28,296 to $79,229	51,214	39,750	46,818	66,330
Great Lakes & Plains N=36 Range=$34,000 to $86,058	48,994	40,862	46,716	56,554
Southeast N=48 Range=$22,372 to $68,311	42,156	30,986	40,000	49,778
West & Southwest N=47 Range=$30,138 to $75,390	54,743	46,000	55,596	62,961
All Regions N=163 Range=$22,372 to $86,058	49,074	39,683	47,184	59,532

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=34 Range=$18,000 to $51,316	36,500	29,945	38,312	41,289
Great Lakes & Plains N=33 Range=$19,636 to $58,000	37,615	31,833	35,853	44,402
Southeast N=36 Range=$20,800 to $54,240	36,202	32,292	35,602	41,500
West & Southwest N=49 Range=$17,000 to $68,968	45,807	39,017	45,020	51,334
All Regions N=152 Range=$17,000 to $68,968	39,672	33,525	39,079	46,398

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=24 Range=$26,200 to $57,551	35,881	28,500	34,444	37,225
Great Lakes & Plains N=45 Range=$19,000 to $50,950	31,596	26,588	29,118	36,240
Southeast N=26 Range=$21,935 to $49,900	29,544	24,375	27,250	33,150
West & Southwest N=22 Range=$21,000 to $58,000	32,113	26,399	31,000	35,366
All Regions N=117 Range=$19,000 to $58,000	32,116	26,588	30,500	35,490

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=67 Range=$19,500 to $107,000	48,838	33,500	45,050	60,900
Great Lakes & Plains N=57 Range=$22,600 to $87,000	52,124	39,620	52,000	60,954
Southeast N=50 Range=$19,448 to $96,600	48,790	36,113	46,513	59,081
West & Southwest N=55 Range=$14,000 to $85,000	50,127	34,885	49,440	65,000
All Regions N=229 Range=$14,000 to $107,000	49,955	36,000	47,969	61,022

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=280 Range=$15,834 to $107,000	41,654	31,004	38,107	48,921
Great Lakes & Plains N=290 Range=$17,396 to $87,000	39,338	29,370	36,293	46,855
Southeast N=278 Range=$11,939 to $96,600	34,707	25,998	31,402	41,105
West & Southwest N=249 Range=$10,200 to $85,000	45,158	34,000	43,763	55,798
All Regions N=1097 Range=$10,200 to $107,000	40,076	29,480	37,200	48,562

Deputy/Associate/Assistant Director (Page 1 of 3)

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=83 Range=$16,944 to $72,000	31,635	26,625	29,925	36,137
Great Lakes & Plains N=57 Range=$16,000 to $43,150	27,782	23,421	27,500	32,074
Southeast N=52 Range=$10,321 to $31,569	19,281	15,090	19,262	22,422
West & Southwest N=46 Range=$12,465 to $54,564	31,456	24,631	33,500	40,000
All Regions N=238 Range=$10,321 to $72,000	27,979	21,152	27,733	33,526

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=39 Range=$19,684 to $65,386	40,878	29,960	40,843	51,883
Great Lakes & Plains N=52 Range=$26,336 to $77,455	39,659	32,425	38,500	44,993
Southeast N=71 Range=$15,500 to $56,604	33,510	28,502	33,503	38,604
West & Southwest N=72 Range=$27,816 to $59,424	42,901	38,817	42,572	48,090
All Regions N=234 Range=$15,500 to $77,455	38,994	31,572	38,546	45,170

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=16 Range=$10,500 to $37,636	21,808	14,750	17,280	31,272
Great Lakes & Plains N=6 Range=$10,775 to $30,779	20,516	16,149	20,300	24,945
Southeast N=7 Range=$27,000 to $35,475	31,217	27,907	32,268	34,667
West & Southwest N=16 Range=$18,000 to $45,746	30,289	24,205	29,048	38,411
All Regions N=45 Range=$10,500 to $45,746	26,115	18,000	27,000	32,754

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=13 Range=$25,000 to $42,230	31,284	26,250	29,000	36,229
Great Lakes & Plains N=22 Range=$16,500 to $40,920	25,650	21,908	24,600	29,445
Southeast N=17 Range=$11,122 to $33,225	22,829	19,762	23,000	26,123
West & Southwest N=10 Range=$15,180 to $29,800	21,758	15,750	21,375	28,025
All Regions N=62 Range=$11,122 to $42,230	25,430	21,556	25,000	28,325

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=79 Range=$14,500 to $68,250	43,435	38,000	42,953	51,500
Great Lakes & Plains N=80 Range=$20,380 to $80,279	41,930	35,173	41,058	47,909
Southeast N=73 Range=$15,500 to $66,000	36,820	28,603	36,807	42,698
West & Southwest N=81 Range=$15,639 to $66,036	42,381	35,904	42,504	50,904
All Regions N=313 Range=$14,500 to $80,279	41,235	34,230	41,400	48,000

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=230 Range=$10,500 to $72,000	36,552	28,062	36,119	45,170
Great Lakes & Plains N=217 Range=$10,775 to $80,279	35,427	26,916	34,000	42,156
Southeast N=220 Range=$10,321 to $66,000	30,347	22,000	29,776	37,632
West & Southwest N=225 Range=$12,465 to $66,036	38,537	30,916	40,068	45,000
All Regions N=892 Range=$10,321 to $80,279	35,249	26,756	34,726	42,607

Department Head/Branch Head (Page 1 of 3)

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=198 Range=$10,000 to $46,200	26,170	21,690	25,293	31,029
Great Lakes & Plains N=242 Range=$10,080 to $37,510	22,937	19,096	22,934	27,070
Southeast N=106 Range=$10,572 to $31,764	17,565	13,086	16,825	21,002
West & Southwest N=86 Range=$10,296 to $41,520	29,947	23,101	32,492	35,152
All Regions N=632 Range=$10,000 to $46,200	24,003	18,642	23,401	28,812

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=317 Range=$10,010 to $54,000	30,786	27,470	29,931	33,701
Great Lakes & Plains N=381 Range=$10,424 to $54,315	28,334	23,924	27,749	33,301
Southeast N=310 Range=$10,275 to $42,672	25,075	20,150	25,007	30,654
West & Southwest N=337 Range=$13,500 to $47,476	30,745	25,278	30,901	36,114
All Regions N=1,345 Range=$10,010 to $54,315	28,765	23,405	28,260	33,701

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=18 Range=$15,000 to $49,127	35,403	26,952	36,330	45,438
Great Lakes & Plains N=10 Range=$19,055 to $50,400	35,475	26,434	32,520	48,250
Southeast N=8 Range=$28,679 to $35,000	32,769	31,423	33,025	34,782
West & Southwest N=16 Range=$18,972 to $58,400	39,551	37,217	40,483	41,956
All Regions N=52 Range=$15,000 to $58,400	36,288	29,604	37,023	41,512

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=31 Range=$17,343 to $40,304	27,883	25,673	27,642	30,266
Great Lakes & Plains N=20 Range=$15,333 to $40,320	25,479	19,750	23,358	30,930
Southeast N=15 Range=$10,767 to $38,800	24,865	22,000	24,254	30,007
West & Southwest N=13 Range=$12,200 to $39,700	26,324	21,301	26,364	32,280
All Regions N=79 Range=$10,767 to $40,320	26,445	22,000	26,364	30,707

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=265 Range=$17,335 to $75,712	35,065	28,690	34,340	39,614
Great Lakes & Plains N=270 Range=$18,200 to $62,345	34,726	28,493	34,332	39,540
Southeast N=199 Range=$14,000 to $47,100	30,202	26,547	30,105	34,288
West & Southwest N=239 Range=$16,500 to $60,653	32,706	27,000	31,220	36,408
All Regions N=973 Range=$14,000 to $75,712	33,397	28,000	32,339	37,818

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=829 Range=$10,000 to $75,712	31,043	25,155	29,967	36,000
Great Lakes & Plains N=923 Range=$10,080 to $62,345	28,804	23,213	27,913	34,000
Southeast N=638 Range=$10,275 to $47,100	25,518	20,006	26,070	31,287
West & Southwest N=691 Range=$10,296 to $60,653	31,445	25,728	31,458	36,312
All Regions N=3,081 Range=$10,000 to $75,712	29,318	23,392	28,958	34,583

Reference/Information Librarian (Page 1 of 3)

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=192 Range=$12,050 to $45,200	23,614	19,873	23,246	26,952
Great Lakes & Plains N=155 Range=$11,000 to $36,000	20,084	17,022	19,768	22,771
Southeast N=74 Range=$10,650 to $30,688	16,924	12,842	16,971	19,248
West & Southwest N=96 Range=$11,696 to $36,331	26,215	21,822	26,772	30,971
All Regions N=517 Range=$10,650 to $45,200	22,081	17,831	21,348	25,999

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=274 Range=$13,645 to $40,246	24,999	22,157	24,019	27,529
Great Lakes & Plains N=379 Range=$10,448 to $47,020	23,233	19,489	22,380	26,748
Southeast N=189 Range=$10,109 to $33,076	22,834	20,048	22,678	25,038
West & Southwest N=244 Range=$16,344 to $38,064	27,274	22,623	28,380	31,416
All Regions N=1,086 Range=$10,109 to $47,020	24,517	20,632	24,019	28,212

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=39 Range=$16,200 to $53,347	32,668	25,114	30,050	41,303
Great Lakes & Plains N=20 Range=$12,420 to $53,333	31,247	22,049	28,718	39,250
Southeast N=30 Range=$10,667 to $43,004	30,896	26,005	29,851	39,261
West & Southwest N=53 Range=$13,644 to $57,247	38,349	32,319	40,220	44,744
All Regions N=142 Range=$10,667 to $57,257	34,214	26,441	35,189	42,000

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=22 Range=$17,000 to $41,145	23,561	20,950	22,806	24,445
Great Lakes & Plains N=27 Range=$10,000 to $36,120	23,248	18,710	22,500	28,045
Southeast N=15 Range=$12,500 to $27,000	18,999	16,040	18,720	21,600
West & Southwest N=13 Range=$12,800 to $38,800	25,864	19,842	22,600	33,960
All Regions N=77 Range=$10,000 to $41,145	22,952	18,658	22,244	26,167

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=313 Range=$17,250 to $53,895	28,666	23,224	27,230	32,880
Great Lakes & Plains N=275 Range=$16,640 to $62,098	28,415	22,000	26,638	33,576
Southeast N=208 Range=$17,250 to $39,120	25,051	21,525	24,825	27,481
West & Southwest N=230 Range=$16,536 to $58,224	30,001	21,996	27,854	34,805
All Regions N=1026 Range=$16,536 to $62,098	28,165	22,396	26,449	31,799

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=840 Range=$12,050 to $53,895	26,367	21,954	25,202	29,081
Great Lakes & Plains N=856 Range=$10,000 to $62,098	24,515	19,506	23,000	28,091
Southeast N=516 Range=$10,109 to $43,004	23,237	19,500	22,965	26,470
West & Southwest N=636 Range=$11,696 to $58,224	28,994	22,623	28,460	32,565
All Regions N=2,848 Range=$10,000 to $62,098	25,830	20,745	24,686	29,250

Cataloger and/or Classifier (Page 1 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=64 Range=$11,130 to $38,272	22,909	17,752	22,181	27,812
Great Lakes & Plains N=57 Range=$10,137 to $38,000	19,556	16,429	19,000	21,539
Southeast N=45 Range=$10,300 to $36,535	17,906	14,160	16,197	20,033
West & Southwest N=43 Range=$11,696 to $35,152	23,944	18,298	23,317	29,760
All Regions N=209 Range=$10,137 to $38,272	21,130	16,278	19,692	24,853

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=42 Range=$14,560 to $41,776	24,720	21,363	23,814	27,332
Great Lakes & Plains N=63 Range=$10,150 to $42,955	22,668	19,800	21,125	26,748
Southeast N=50 Range=$11,684 to $35,616	22,432	17,310	21,762	28,048
West & Southwest N=46 Range=$17,263 to $32,718	26,303	21,811	27,956	30,798
All Regions N=201 Range=$10,150 to $42,955	23,870	20,084	23,000	28,380

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=17 Range=$16,066 to $43,808	28,107	20,654	28,160	33,984
Great Lakes & Plains N=13 Range=$14,667 to $48,000	30,533	21,505	29,380	38,430
Southeast N=17 Range=$13,163 to $44,912	28,687	20,808	28,404	35,366
West & Southwest N=21 Range=$23,455 to $56,000	39,297	35,381	40,000	44,423
All Regions N=68 Range=$13,163 to $56,000	32,172	23,813	31,834	40,000

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=15 Range=$16,600 to $31,185	23,084	18,548	22,082	26,980
Great Lakes & Plains N=25 Range=$10,000 to $42,330	21,414	16,524	21,988	25,571
Southeast N=11 Range=$10,909 to $25,104	17,866	14,939	16,663	21,800
West & Southwest N=15 Range=$13,600 to $34,267	20,454	18,180	20,400	21,000
All Regions N=66 Range=$10,000 to $42,330	20,984	17,315	20,673	24,876

Cataloger and/or Classifier (Page 3 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=174 Range=$16,030 to $53,244	28,569	22,784	27,492	32,871
Great Lakes & Plains N=138 Range=$10,000 to $46,516	27,296	21,920	26,012	31,775
Southeast N=116 Range=$12,968 to $35,507	24,416	21,207	24,302	27,518
West & Southwest N=107 Range=$15,500 to $58,224	27,334	23,292	26,136	29,230
All Regions N=535 Range=$10,000 to $58,224	27,093	22,300	25,815	30,150

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=312 Range=$11,130 to $53,244	26,601	21,783	25,140	30,656
Great Lakes & Plains N=296 Range=$10,000 to $48,000	24,466	19,800	23,112	28,786
Southeast N=239 Range=$10,300 to $44,912	22,778	18,155	22,631	27,300
West & Southwest N=232 Range=$11,696 to $58,224	27,140	21,953	25,860	31,049
All Regions N=1079 Range=$10,000 to $58,224	25,284	20,295	24,252	29,304

Collection Development Librarian/Subject Bibliographer (Page 1 of 3)

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=24 Range=$15,500 to $42,054	23,330	18,475	20,541	28,119
Great Lakes & Plains N=10 Range=$14,784 to $28,785	22,396	19,581	21,640	26,687
Southeast N=6 Range=$10,551 to $21,787	15,963	10,634	16,379	20,460
West & Southwest N=10 Range=$12,465 to $37,284	26,749	21,341	26,982	33,280
All Regions N=50 Range=$10,551 to $42,054	22,943	18,437	20,771	27,269

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=29 Range=$17,714 to $49,421	31,484	25,541	31,573	34,641
Great Lakes & Plains N=29 Range=$18,090 to $39,351	26,101	23,743	26,400	28,246
Southeast N=14 Range=$20,966 to $39,936	29,234	22,029	29,994	33,769
West & Southwest N=43 Range=$13,900 to $36,000	26,139	21,396	26,779	29,340
All Regions N=115 Range=$13,900 to $49,421	27,854	24,054	27,261	31,416

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=8 Range=$27,500 to $45,445	34,088	28,322	30,415	41,778
Great Lakes & Plains N=4 Range=$20,184 to $42,667	33,293	22,718	35,161	42,000
Southeast N=3 Range=$26,286 to $40,000	32,762	N/A	32,000	N/A
West & Southwest N=13 Range=$27,741 to $56,000	45,200	37,664	46,224	53,167
All Regions N=28 Range=$20,184 to $56,000	38,992	29,207	40,000	46,029

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=4 Range=$19,100 to $41,145	26,274	19,113	22,425	37,284
Great Lakes & Plains N=4 Range=$15,000 to $34,615	28,319	19,064	31,830	34,063
Southeast N=7 Range=$17,390 to $31,610	22,794	17,500	22,583	26,000
West & Southwest N=4 Range=$22,224 to $29,200	25,031	22,293	24,350	28,450
All Regions N=19 Range=$15,000 to $41,145	25,161	19,100	25,700	31,255

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=102 Range=$19,450 to $71,327	33,582	25,094	31,320	37,931
Great Lakes & Plains N=125 Range=$16,950 to $51,434	29,135	22,548	28,350	34,457
Southeast N=46 Range=$19,700 to $43,285	27,957	24,640	27,827	30,204
West & Southwest N=32 Range=$16,536 to $56,299	28,824	20,933	27,464	33,584
All Regions N=305 Range=$16,536 to $71,327	30,412	23,661	28,801	35,135

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=167 Range=$15,500 to $71,327	31,593	24,000	29,025	37,000
Great Lakes & Plains N=172 Range=$14,784 to $51,434	28,310	22,423	27,233	32,304
Southeast N=76 Range=$10,551 to $43,285	26,960	22,135	26,870	30,735
West & Southwest N=102 Range=$12,465 to $56,299	29,427	22,342	27,926	32,737
All Regions N=517 Range=$10,551 to $71,327	29,392	22,890	28,171	34,128

Children's and/or Young Adult Services Librarian (Page 1 of 2)

Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=132 Range=$12,915 to $42,000	22,891	19,095	22,264	25,435
Great Lakes & Plains N=104 Range=$10,137 to $35,000	19,886	17,343	19,658	22,507
Southeast N=57 Range=$10,080 to $30,414	17,280	13,289	17,000	19,851
West & Southwest N=60 Range=$10,088 to $36,331	24,629	18,987	24,571	29,740
All Regions N=353 Range=$10,080 to $42,000	21,395	17,326	20,541	24,444

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=121 Range=$10,028 to $45,510	24,873	21,252	23,803	27,783
Great Lakes & Plains N=197 Range=$10,784 to $42,955	22,165	18,230	21,964	25,200
Southeast N=96 Range=$10,866 to $36,163	21,102	17,320	20,400	24,856
West & Southwest N=119 Range=$16,692 to $36,004	25,612	20,748	24,988	29,760
All Regions N=533 Range=$10,028 to $45,510	23,358	19,740	22,962	27,227

Children's and/or Young Adult Services Librarian (Page 2 of 2)

Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

All Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic	23,839	20,535	23,255	27,303
N=253				
Range=$10,028 to $45,510				
Great Lakes & Plains	21,378	17,674	20,962	23,936
N=301				
Range=$10,137 to $42,955				
Southeast	19,678	15,854	19,055	22,968
N=153				
Range=$10,080 to $36,163				
West & Southwest	25,283	20,268	24,785	29,760
N=179				
Range=$10,088 to $36,331				
All Regions	22,576	18,641	22,050	26,250
N=886				
Range=$10,028 to $45,510				

Full-time staff member with a master's degree in library science, but no professional experience.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=30 Range=$10,500 to $26,400	19,600	18,375	20,013	21,138
Great Lakes & Plains N=14 Range=$14,625 to $22,000	18,070	16,395	18,222	19,566
Southeast N=13 Range=$11,000 to $20,670	17,834	16,903	19,000	19,836
West & Southwest N=18 Range=$14,484 to $33,280	21,543	17,328	21,080	24,034
All Regions N=75 Range=$10,500 to $33,280	19,475	17,328	19,500	21,000

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=47 Range=$15,000 to $23,305	21,715	20,731	21,788	23,255
Great Lakes & Plains N=40 Range=$16,702 to $25,792	20,062	18,524	19,570	20,809
Southeast N=33 Range=$11,000 to $23,000	18,190	16,044	18,000	20,288
West & Southwest N=37 Range=$16,356 to $26,643	22,209	19,575	22,623	24,834
All Regions N=157 Range=$11,000 to $26,643	20,669	19,247	20,436	23,013

Full-time staff member with a master's degree in library science, but no professional experience.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=2 Range=$20,650 to $26,500	23,575	N/A	23,575	N/A
Great Lakes & Plains N=2 Range=$18,000 to $18,000	18,000	N/A	18,000	N/A
Southeast N=2 Range=$21,000 to $30,247	25,624	N/A	25,624	N/A
West & Southwest N=2 Range=$22,060 to $25,760	23,910	N/A	23,910	N/A
All Regions N=8 Range=$18,000 to $30,247	22,777	18,663	21,530	26,315

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=5 Range=$16,500 to $23,978	19,461	16,500	17,500	23,402
Great Lakes & Plains N=6 Range=$15,500 to $22,200	19,440	17,750	19,420	21,750
Southeast N=4 Range=$17,455 to $21,000	18,739	17,466	18,250	20,500
West & Southwest N=1 Range=$11,000 to $11,000	11,000	N/A	11,000	N/A
All Regions N=16 Range=$11,000 to $23,978	18,744	16,739	18,650	21,450

Full-time staff member with a master's degree in library science, but no professional experience.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=30 Range=$16,800 to $24,800	20,556	19,272	21,000	22,000
Great Lakes & Plains N=21 Range=$16,032 to $27,738	19,353	17,500	19,500	20,000
Southeast N=36 Range=$15,000 to $28,000	20,794	18,500	20,500	22,375
West & Southwest N=22 Range=$16,536 to $28,881	21,220	19,251	20,750	22,483
All Regions N=109 Range=$15,000 to $28,881	20,537	18,828	20,300	22,000

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=114 Range=$10,500 to $26,500	20,787	19,500	21,000	22,862
Great Lakes & Plains N=83 Range=$14,625 to $27,738	19,452	18,000	19,489	20,368
Southeast N=88 Range=$11,000 to $30,247	19,397	17,194	19,539	21,000
West & Southwest N=80 Range=$11,000 to $33,280	21,689	19,575	21,570	23,877
All Regions N=365 Range=$10,500 to $33,280	20,346	18,500	20,282	22,110

3
Discussion

Comments on Results

People interested in a particular type of library or a particular type of work, or a particular region will have their own way of drawing conclusions from the results of this survey. However, the results may be summarized in a very general way by observing mean salaries paid to particular positions, mean salaries paid by particular types of libraries, or mean salaries paid in particular parts of the U.S.

Salaries by Position

The seven positions are shown in rank order by mean of salaries paid on Table 1. The positions are in the 1988 order with an asterisk marking one position that was in a different rank order in 1986. Two additional columns are also given: a column showing the dollar amount of change from 1986 to 1988 and a column indicating the percent of change. It should be noted that two positions in the 1988 survey are not exactly comparable with the similar positions in 1986. The position called Collection Development Librarian/Subject Bibliographer in 1988 is somewhat broader than the position of Subject Specialist/Bibliographer used in 1986. The combined position of Deputy/Associate/Assistant Librarian was used in 1988 because we encountered difficulties with the two positions used in 1986--Deputy/Associate Director and Assistant Director. In order to make some comparisons with previous years we used the average of those two positions in 1986 as the 1986 salary for Deputy/Associate/Assistant Director.

Table 1. Rank Order of Position Titles by Mean of Salaries Paid

Title	88 Salary	86 Salary	Difference	
			Amt	%
Director	40,076	36,153	3,923	11
Deputy/Associate Assistant Director	35,249	31,511	3,738	12
Collection Development Librarian Subject Bibliographer	29,392	26,983	2,409	10
Department Head/Branch Head	29,318	26,347	2,971	11
Reference/Information Librarian	25,830	23,201	2,629	11
Cataloger and/or Classifier	25,284	23,245*	2,039	9
Children's and/or Young Adult Services Librarian	22,576	20,736	1,840	9

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1988

The percentage increase over the two years is comparable to other occupations and professions. The U.S. Bureau of Labor Statistics reported in a Monthly Labor Review

table entitled "Employment Cost Index, wages and salaries by occupation and industry group" that civilian workers consisting of private industry, state and local government, but excluding farm, household, and federal government workers, received an average 3.5 percent increase in 1986 over the previous year and another 3.5 percent in 1987. White collar workers received an average increase of 4 percent in 1986 and 3.9 percent in 1987. Those figures were in the April issue of 1987 and 1988 respectively.

Salaries by Type of Library

When one considers salaries by type of library it is useful to separate positions into three groups: the two top administrative positions found in all types of libraries (Director, Deputy/Associate/Assistant Director) and the other positions found in all libraries: (Department Head/Branch Head, Reference/Information Librarian, Cataloger and/or Classifier, and Collection Development Librarian/Subject Bibliographer); and the one position found primarily in public libraries (Children's and/or Young Adult Services Librarian).

The mean of salaries paid is highest in university libraries for Director and Deputy/Associate/Assistant Director and lowest in four-year colleges for those positions. For the other four common positions, the mean is highest in 2-year colleges and second highest in universities, except for Cataloger and/or Classifier which is lowest in 4-year colleges. For the position found only in public libraries--Children's and/or Young Adult Services Librarian, the mean of salaries paid is higher in large public libraries.

Salaries by Region of the U.S.

In order to determine which region has the highest salaries, we analyzed the seven positions and the five library size/type categories. When the region with the highest mean salary was marked for each position in each size/type category, West and Southwest was checked over 55 percent of the time and North Atlantic was checked over 34 percent of the time. Great Lakes and Plains was highest twice and Southeast was highest once. The lowest mean salary was in the Southeast over 87 percent of the time. This finding is not surprising in view of what economists know about regional differences in income for workers of all types. A chart in the Wall Street Journal for March 4, 1982* showed that incomes had been highest in the Pacific region for twenty years and lowest in the South for the same period.

Complicating Factors

When designing this survey seven years ago, we were aware that several aspects of the patterns of employment in libraries would complicate our efforts. As we talked with respondents and users of the reports over the years, we gained additional insights into several factors which should be taken into consideration when using these results.

The Meaning of "Full-Time"

The questionnaire asked about salaries for full-time positions only, but full-time was not defined. There are at least two problems in this area: How many months in a year is full-time? How do you report people who work full-time in the library but part-time at one job and part-time at another?

---

*Malabre, Alfred L., "Income Differences Between Regions Narrow as a Result of Mobility, More Women at Work," Wall Street Journal, Thursday, March 4, 1982, p. 48.

The months in a year problem affects primarily academic libraries. In the 1982 survey we asked respondents to indicate the salaries which were for less than twelve months and an Appendix reported how often this happened. Because we were convinced that including these salaries as full-time distorted the means we reported, this procedure was changed in 1984. Respondents were asked to indicate the number of months a salary covered and the computer calculated twelve months at the same rate. This procedure was accepted by users of the 1984 report and was followed again in 1986 and 1988. Appendix G shows how often less-than-twelve-month salaries occur.

Another complication related to the issue of "full-time" is the fact that one librarian may fill more than one position. For example: a public librarian may work part-time as a children's librarian and part-time as a cataloger; an academic librarian may be a reference librarian as well as a department head (of reference department). Survey instructions told the respondent:

> If a staff member works full-time but performs duties of more than one position, list him or her as incumbent in the position which you consider his or her major responsibility. List each staff member only once.

The Meaning of "Professional"

As noted earlier, the word "professional" was not defined, but each position was described in such a way that professional responsibility was clearly implied. Instructions told the respondent to list all incumbents in these positions "regardless of academic credentials." We decided to accept the judgment of the respondent that the salaries reported were for professional work but found out, when we called about low salaries (see below), that some respondents had doubts about whether a particular incumbent could be described as "professional." When such doubts were expressed we asked the respondent to make a decision based on the definitions in ALA's statement on "Library Education and Personnel Utilization." (See Appendix B, Policy 54.1, Section 8)

The questionnaire also requested another type of information which helped to ensure that only salaries for professional positions were included in this report. Following each position title and description was a line for "Position Title (if different from above)." When screening revealed such titles as "secretary" or "clerical assistant" on that line, the salary information was not used.

Salaries Below $10,000

When initial printouts of the results of the 1982 survey revealed approximately eighty salaries which seemed very low for full time professional work (i.e., under $7,000), we called twenty of the respondents to ask if a part-time incumbent had been reported by mistake. In several cases that had happened, but in other cases the low salary really was for full-time work. The two categories overlapped, however. The highest part-time salary in these twenty calls was $7,100 and the lowest full-time salary was $6,400. Because it would be very expensive to call all the other libraries reporting low salaries, $7,000 was established as a cut-off point in 1982. All salaries below that amount were assumed to be part-time and were not counted in the results of this survey. The telephone calls were not repeated in 1984, 1986 or 1988, but the cutoff point was raised $1,000 each year. For the 1988 survey, the cut-off was again raised $1,000. Salaries below $10,000 were dropped on the grounds that they were probably not full-time professional positions.

Job Levels or Faculty Ranks

The wording of this questionnaire is based on an assumption that librarians are compensated at a particular amount for doing a particular job (e.g., reference). However,

in many libraries that is not true. Some libraries use a system of levels in their compensation structure (e.g., Librarian I, II, III, IV) to account for the background a person brings to a job and the amount of responsibility it entails. Compensation is based on level not on the type of work done as defined by our position descriptions. Some academic libraries pay salaries based on faculty rank rather than work done. In many academic libraries where librarians have faculty rank and titles they are compensated as Instructor, Assistant Professor, Associate Professor or Professor and not as any one of the position titles on our questionnaire. We did not attempt to account for this variety within the structure of our questionnaire.

Respondents in most libraries were able to complete the questionnaire even though they used levels or ranks, but it caused problems especially in large public libraries and in academic libraries closely tied to a faculty salary structure. Several large public libraries responded, for example, that they simply could not take the time to record salaries for each of the many Librarian Is, Librarian IIs, and Librarian IIIs who were scattered among several position titles. Instead they estimated, for each position, how many incumbents were at the low, middle, or high of the range for each level involved and gave us approximate figures.

Several respondents and reviewers of this report have recommended in the past that we collect salary data for librarian levels or ranks. We have considered this seriously, but concluded that it would be at least as confusing as the current method due to the fact that levels and ranks mean different things in different libraries.

Appendix A

SALARY SURVEYS PROVIDING INFORMATION ON LIBRARY WORKERS

by Margaret Myers
Director, ALA Office for Library Personnel Resources

Most library salary surveys listed below are conducted on a regular schedule (annual or biennial) and on a regional or national basis. The library literature should be monitored for reports of one-time surveys by individual libraries or associations. Some state library agencies collect salary and benefits data as part of their ongoing statistical gathering efforts from libraries within their own state. There is wide variation, however, in what data are collected and how these are compiled and reported. Most collect only public library data. Academic and school library data may be collected by other state agencies. In addition, some state library associations collect salary data, issue recommended salary guidelines, set minimum salaries for professional positions, or publish reports in association journals or newsletters. A list of state library agency and association addresses can be found in The Bowker Annual of Library and Book Trade Information.

Individual libraries will sometimes conduct private surveys of institutions of comparable size or in the same geographical area, either through an outside consulting firm or by calling libraries informally. For the most part, these surveys are not published, although the initiating library will often share results with participating libraries. Some librarians are also conducting surveys which compare their salaries with other professions and occupations within their jurisdiction in an effort to achieve pay equity with positions requiring comparable skills, effort, responsibilities and working conditions.

For guidance in using salary surveys in a compensation program, readers may wish to consult "Employee Compensation and the Library Manager" by Jeniece Guy in the 1982 ALA Survey of Librarian Salaries.

Academic Libraries

Association of Research Libraries. ARL Annual Salary Survey. Washington, D.C.: ARL.

The annual survey shows the number of filled positions, average years of experience, and average, median and beginning salaries for professional positions in all ARL libraries. In addition, tables present the number of staff, average salaries, and years of experience for 27 position categories and display findings on the present incumbents of these positions by sex and minority group membership, and by geographical location, size, and type of institution. Salaries for staff in law and medical libraries are presented in two separate series of tables.

Order from ARL, 1527 New Hampshire Ave., NW, Washington, D.C. 20036. The 1987 survey, published in February 1988, is available for $15/ARL members or $20/nonmembers.

College and University Personnel Association. Administrative Compensation Survey Report. Washington, D.C.: CUPA.

Annual survey collects data on 165 college and university administrative positions by type and size of institution. Directors of library services are included, as

well as circulation, acquisition, reference, technical and public services librarians.

The survey is available from CUPA, 1233 20th St., Suite 503, Washington, D.C. 20036; $55 for association members and $250 to nonmembers.

Librarian salary data from the 1986-87 CUPA Administrative Compensation Survey Report was summarized by Mary Jo Lynch of ALA's Office for Research in "Academic Librarian Salaries," College and Research Libraries News 48:674-77 (December 1987).

American Library Association. Association of College and Research Libraries. New England Chapter. Salary Survey of New England College Libraries. Chicago: ALA.

The New England Chapter hopes to publish this survey, begun in 1986-87, on an annual basis. Included are four year undergraduate institutions in six New England states. Overall average, median and beginning salaries are given for individual institutions and average salaries are given for 24 positions and by size of institution for 4 categories of staff. $10 to chapter members; $15 to others for 1987-88 edition. Make check payable to ACRL/NEC Chapter. Contact Susan Baughman, University Librarian, Clark University, 950 Main St., Worcester, MA 01610.

Public Libraries

American Library Association. Public Library Association. Public Library Data Statistical Report '88. Chicago: PLA, 1988.

This report of basic statistics from large public libraries will supercede the Allen County, Indiana biennial report of Statistics of Public Libraries in the United States and Canada Serving 100,000 Population or More. Information includes salaries for directors and beginning professionals. Selected smaller libraries are also included. The first edition, published in July 1988, is available from ALA Order Services, 50 E. Huron St., Chicago, IL 60611 for $30 with the usual discounts for PLA and ALA members. Annual compilations are planned.

International City Management Association. "Salaries of Municipal Officials" in Municipal Year Book. Washington, D.C.: ICMA.

Chief librarian salaries for public libraries are included with earnings of other city department heads. These are reported by geographic region, population size, city type (i.e., central, suburban, independent) and form of government. The mean, median, and first and third quartiles are included for libraries serving ten different population groups ranging from under 2,500 to over 1,000,000.

The Municipal Year Book is usually published in April or May of each year and includes salary data for previous year. The salary data is also published separately as "Current Salaries" in a special data issue for $29.95. For details, contact ICMA, 1120 G Street, NW, Washington, D.C. 20005.

Library salary data from the Municipal Year Book 1987 was summarized by Mary Jo Lynch and published in "Salaries of Public Library Directors," Public Libraries 27:5-8 (Spring 1988).

Memphis-Shelby County Public Library and Information Center. Statistics of Southern Public Libraries. Memphis, Tenn.

Annual survey of libraries with budgets of $700,000 or more in the southeastern and southwestern states gives salary information for individual libraries for chief librarian, assistant librarian, department head, beginning professional and two support staff positions. Contact Memphis Public Library, 1850 Peabody Ave., Memphis, TN 38104.

Sandstedt, Carl R. Salary Survey: West-North-Central States. St. Peters, Mo.: St. Charles City-County Library.

Annual survey provides data for directors, assistant directors, department heads, starting MLS, and several support positions for public libraries, systems, and state agencies in West-North-Central States (North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, Missouri). Average salaries are presented by size of library budget. Also includes per FTE costs, per capita support, per capita materials budget.

Usually available in April for current calendar year. Send $2.00 for first copy, $1.00 per additional copy to Salary Survey, St. Charles City-County Library, 425 Spencer Rd., Box 529, St. Peters, MO 63376.

School Libraries

Educational Research Service, Inc. National Survey of Salaries and Wages in Public Schools. Arlington, Va.: ERS.

Since 1974-75, ERS has published an annual report of salaries for public school personnel, which includes data for school librarians and library clerks. Usually published in three volumes, the report covers scheduled salaries for professional personnel and actual salaries paid for professional and support personnel by enrollment group, per pupil expenditure, and geographic region.

The 1987-88 report, published in 1988, costs $36 for each of the three volumes; available from ERS, 2000 Clarendon Blvd., Arlington, VA 22201.

Miller, Marilyn L., and Moran, Barbara. "Expenditures for Resources in School Library Media Centers, FY '85-'86." School Library Journal 33: 37-45 (June-July 1987).

As part of a report on budgets for and expenditures by school library media centers, some median and mean salary data for media specialists are reported by level of school. Included are comparisons of schools with and without district level library media coordinators.

National Education Association. Estimates of School Statistics. Washington, D.C.: NEA.

Annual statistical data for the 50 states and District of Columbia includes estimated average annual salaries of total instructional staff and of classroom teachers by state and region. Librarian data are not given separately, however, but grouped with teachers, principals, supervisors, guidance and psychological personnel and related instructional workers.

The annual compilation is usually available each spring. The 1987-88 report, published in 1988, is available for $14.95 for non-NEA members. Contact NEA Professional Library, PO Box 509, The Academic Building, Saw Mill Rd., West Haven, CT 06516.

Special Libraries

American Association of Law Libraries. "Statistical Survey of Law School Libraries and Librarians." Chicago: AALL.

Annual survey based on joint questionnaire by AALL, American Bar Association and Association of American Law Schools. Includes median salaries and benefits of head law school librarians and full time professional law librarians in the U.S. by size of library. Recent surveys have been published in Law Library Journal v. 75, p. 540+; v. 76, p. 632+; v. 77, p. 575+; v. 78, p. 535+; v. 79, p. 547+. Computer printouts are also available. Contact David A. Thomas, AALL Statistics Coordinator, Law Library, Brigham Young University, Provo, UT 84602.

In the past, periodic salary surveys of county, state and private law librarians have been included in the Law Library Journal. There are no immediate plans for new surveys at this time.

Association of Academic Health Sciences Library Directors and Houston Academy of Medicine-Texas Medical Center Library. Annual Statistics of Medical School Libraries in the United States and Canada. Houston, Texas.

Salaries are provided for director, associate director, division head, department head, other librarians, and entry level positions. Minimum, maximum and mean are provided for the positions and arranged by region.

The 10th edition, 1986-87, is available at a cost of $40 for members of the Association of Academic Health Sciences Library Directors and $75 for nonmembers. This edition and previous editions may be ordered by contacting AAHSLD, 1133 M.D. Anderson Blvd., Houston, TX 77030.

Medical Library Association. "MLA Salary Survey." Chicago: MLA.

Data cover geographic area, position level, type of institution, years of experience, education, primary area of responsibility, benefits, and other information.

The 1986 MLA member salary survey is available from MLA, 6 N. Michigan Ave., 3rd flr., Chicago, IL 60602.

Special Libraries Association. "SLA Triennial Salary Survey." Washington, D.C.: SLA.

Since 1967, SLA has conducted an in-depth salary survey of members every three years. Results are now issued as separate publications. Salaries are reported at the 25th, 50th (median) and 75th percentiles and contain breakdowns by industry, geographic region, administrative responsibility, sex, education level, and experience. Data for the U.S. and Canada are presented in separate tables. Annual updates, using a random

sampling of 25 percent of the membership and an abbreviated questionnaire, were started in 1977 and are used in years between the triennial surveys. The results of the updates are published in Special Libraries.

The triennial survey data collected in 1988 will be published in 1989 and sell for $25. Contact Special Libraries Association, 1700 18th St., N.W., Washington, D.C. 20009.

State Library Agencies

Council of State Governments. "COSLA/CSG Survey." Lexington, KY: CSG.

The annual survey of salary data for state library agencies compiled earlier by the Association of Specialized and Cooperative Library Agencies will now be carried out by the Council of State Governments for the Chief Officers of State Library Agencies (COSLA). Included will be information on the minimum and maximum salary for each state for a variety of positions: state librarian, assistant director, director of reference or reader services, coordinator of LSCA/ESEA titles, senior supervisors or chief consultants, consultants, specialists, and beginning professionals.

The first report will be published in fall of 1988. For order information, contact the Council of State Governments, Center for Management and Administration, Ironworks Pike, PO Box 11910, Lexington, KY 40578.

Other

Association for Library and Information Science Education. Library and Information Science Education Statistical Report. State College, Pa.: ALISE, 1980-.

Average and median salaries for faculty and administrators in ALISE member schools are provided in this annual report by sex, rank and term of appointment.

The last seven editions (1981-1987) of the report are available from ALISE, 5623 Palm Aire Dr., Sarasota, FL 34243 for $30 each. Annual report usually published in the summer.

College and University Personnel Association. National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities. Washington, D.C.: CUPA.

College and University Personnel Association. National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities. Washington, D.C.: CUPA.

Annual surveys collect data for five faculty ranks in 49 disciplines and major fields. Communications, Communication Technologies, Computer and Information Sciences, and Library and Archival Sciences are included. The listings are for those who teach in library science programs, not those who hold faculty rank as academic librarians. Faculty Salary Surveys are each $20 to members and $40 to nonmembers from CUPA, 1233 20th St., Suite 503, Washington, D.C. 20036.

Learmont, Carol L., and Van Houten, Stephen. "Placements and Salaries." Library Journal. Annual.

Annual survey since 1951 of recent graduates of ALA-accredited library education programs (usually published in a late summer or fall issue of Library Journal with data from previous calendar year.) For each reporting school, the low, high, average and median salaries are reported for men, women, and total placements. This information is also provided for five regions of the U.S. and Canada. Additional tables show the distribution of high and low salaries by type of library for men and women, the effect of experience on beginning salaries, and comparison of salaries by type of library. The latest listing, "Placements and Salaries 1986: An Upswing" was published in Library Journal, October 15, 1987, pp. 27-34.

Employee Benefits

Although some states collect data on employee benefits, little information is collected on a regional or national level on a regular basis for library workers.

HBW Associates, Inc. Public Library Work Benefits Survey. Dallas, Tex.: 1988.

Results of a survey of 54 public libraries in 1987 provides salary ranges and average salaries for 5 staff levels, plus data on vacation days, holidays, sick leave, leave of absence, pension plans, health and life insurance, and other benefits. Available for $37.50, single copy and $69.50 for two copies, from HBW Associates, Inc., P.O. Box 710789, Dallas, TX 75371.

Salary Surveys for Other Library Workers and Related Information Professionals

For salary data on support staff or professional/specialist positions other than librarians, the following surveys are suggested as a start.

U.S. Department of Labor, Bureau of Labor Statistics Area Wage Surveys. Each year surveys are done in over eighty standard metropolitan areas. The surveys concentrate on clerical and manual labor occupations; however, these will be useful as a source of pay data for clerical positions. Specifies average workweek and mean, median, and middle pay rates, as well as vacation benefits, insurance and pension plans, and shift differential information.

The Bureau also publishes Professional, Administrative, Technical and Clerical Surveys. Primary fields covered are accounting, law, personnel management, engineering, chemistry, retail, clerical supervisory, drafting and clerical. These surveys may provide useful data on non-librarian professional or specialist positions and on clerical positions. The National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1987 (S/N-029-001-02936-5) is available as Bulletin 2243 for $5.00 from the Superintendent of Documents, GPO, Washington, D.C. 20402.

The Administrative Management Society, 4622 Street Rd., Trevose, PA 19047 conducts a survey of clerical, data processing and middle management jobs.

American Society for Personnel Administration, 606 N. Washington Street, Alexandria, VA 22314 conducts an annual salary survey of personnel and industrial

relations professionals with Mercer-Meidinger-Hansen, Inc. (1417 Lake Cook Rd., Deerfield, IL 60015) who holds the copyright.

Abbott, Langer and Associates, 548 First St., Crete, IL 60417 conducts an annual salary survey for information processing positions and another for personnel and industrial relations professionals.

Annotations of over 1,000 salary surveys, both domestic and foreign, can be found in Available Pay Survey Reports: An Annotated Bibliography (3rd ed.) by Dr. Steven Langer (1988). Annotations are indexed by source, geographic area, type of employer, and job title/function/college curricula. (Available from Abbott, Langer & Associates, 548 First St., Crete, IL 60417.)

Datamation publishes an annual salary survey of computer personnel in an October or November issue. "What Are You Worth?" by Peter Hodges in the October 1, 1987 Datamation (pp. 78-92) reported on average salaries for positions in systems analysis, programming, database administration, data entry, office automation, computer operations, and documentation, by industry and metropolitan regions.

The National Federation of Abstracting and Information Services published a Human Resources Survey in 1987, providing mean, median, high and low salaries for 16 job titles, including indexers, abstractors, computer programmers, editors, systems analysts, clerical, accounting, human resources, and management positions. Benefit information is also listed. $100 for NFAIS members, $250 nonmembers. Contact NFAIS, 1429 Walnut St., Philadelphia, PA 19102.

Appendix B

ALA POLICIES RELATING TO SALARY ISSUES

The following are policies endorsed by the ALA Council and included in the "ALA Policy Manual" which appears annually in the ALA Handbook of Organization.

Policy #54.3 Comparable Rewards

The American Library Association supports salary administration which gives reasonable and comparable recognition to positions having administrative, technical, subject, and linguistic requirements. It is recognized that all such specialist competencies can be intellectually vigorous and meet demanding professional operational needs. In administering such a policy, it can be a useful guide that, in major libraries, as many nonadministrative specialities be assigned to the top classifications as are administrative staff. Whenever possible there should be as many at the top rank with less than 30 percent administrative load as there are at the highest rank carrying over 70 percent administrative load.

Policy #54.8 The Library's Pay Plan

Libraries should have a well-constructed and well-administered pay plan based on systematic analysis and evaluation of jobs in the library and which will assure equal pay for equal work. (Note: For text of full statement, see section following listing of policies.)

Policy #54.9 Permanent Part-Time Employment

The right to earn a living includes a right to part-time employment on a par with full-time employment, including prorated pay and fringe benefits, opportunity for advancement and protection of tenure, access to middle and upper level jobs, and exercise of full responsibilities at any level.

ALA shall create more voluntarily chosen upgraded permanent part-time jobs in its own organization and supports similar action on the part of all libraries.

Policy #54.10 Equal Opportunity and Salaries

The American Library Association supports and works for the achievement of equal salaries and opportunity for employment and promotion for men and women.

The Association fully supports the concept of comparable wages for comparable work that aims at levels of pay for female-oriented occupations equal to those of male-oriented occupations; ALA therefore supports all legal and legislative efforts to achieve wages for library workers commensurate with wages in other occupations with similar qualifications, training, and responsibilities.

ALA particularly supports the efforts of those library workers who have documented, and are legally challenging, the practice of discriminatory salaries, and whose success will benefit all library workers throughout the nation.

Policy #54.18 Advertising Salary Ranges

ALA and its units establish as policy the practice of listing in all ALA publications the salary ranges established for open positions and the policy that

salary ranges be given for positions listed in any placement services provided by ALA and its units.

In addition, several broader policy statements contain sections within them which address salary issues and personnel categories which affect salaries.

Policy #54.1 Library Education and Personnel Utilization

Sec. 8 The title "Librarian" carries with it the connotation of "professional" in the sense that professional tasks are those which require a special background and education on the basis of which library needs are identified, problems are analyzed, goals are set, and original and creative solutions are formulated for them, integrating theory into practice, and planning, organizing, communicating, and administering successful programs of service to users of the library's materials and services. In defining services to users, the professional person recognizes potential users as well as current ones, and designs services which will reach all who could benefit from them.

Sec. 9 The title "Librarian" therefore should be used only to designate positions in libraries which utilize the qualifications and impose the responsibilities suggested above. Positions which are primarily devoted to the routine application of established rules and techniques, however useful and essential to the effective operation of a library's ongoing services, should not carry the word "Librarian" in the job title.

Sec. 11 The salaries for each (personnel) category should offer a range of promotional steps sufficient to permit a career-in-rank. The top salary in any category should overlap the beginning salary in the next higher category, in order to give recognition to the value of experience and knowledge gained on the job.

Sec. 19 Administrative responsibilities entail advanced knowledge and skills comparable to those represented by any other high-level specialty, and appointment to positions in top administration should normally require the qualifications of a Senior Librarian with a specialization in administration. This category, however, is not limited to administrators, whose specialty is only one of several specializations of value to the library service. There are many areas of special knowledge within librarianship which are equally important and to which equal recognition in prestige and salary should be given. Highly qualified persons with specialist responsibilities in some aspects of librarianship--archives, bibliography, reference, for example--should be eligible for advanced status and financial rewards without being forced to abandon for administrative responsibilities their areas of major competence.

Policy #54.7 Security of Employment for Library Employees

Security of employment, as an elementary right, guarantees specifically.....a sufficient degree of economic security to make employment in the library attractive to men and women of ability.

Full Text of Policy # 54.8: The Library's Pay Plan*

The American Library Association believes that an important factor in establishing and maintaining good library service is adequate pay for library employees as exemplified in a well-constructed and well-administered pay plan. A knowledge of the principles on which sound salary administration is based must be the foundation of an equitable pay plan. To aid the library's governing board, its administration, and its staff in the formulation, promulgation, and operation of such a pay plan, the ALA Board on Personnel Administration sets forth in a series of related statements

the principles of salary planning and administration.

1. A sound pay plan will be predicated on a systematic analysis and evaluation of jobs in the library, and will reflect the current organization and objectives of the library, recognizing different levels of difficulty and responsibility inherent in various positions, whether these are classifed as professional, nonprofessional, administrative, specialist, maintenance, or trade; the relationship among positions in terms of difficulty and responsibility will thus be expressed in a unified plan which will integrate all types of service and will assure equal pay for equal work.

2. An equitable salary schedule will be provided for each class of position which is comparable to that received by persons employed in analogous work in the area and required to have analogous training and qualifications.

   The salaries of nonprofessional employees, maintenance and skilled trade workers employed by the library system will compare with those of local workers performing similar duties. The salary schedules for professional library positions, in the case of the community where the pay scale does not meet competing rates outside, may need to exceed the prevailing local level for other professional personnel. Since the recruiting of professionally trained librarians is on a nation-wide basis, the library system must compete with rates paid in the country as a whole in order to obtain and retain a high quality of professional personnel. In libraries in educational institutions (elementary, secondary, and higher education) the professional librarians will normally be on the faculty pay plan, with the salary schedules of the various classes of faculty rank adjusted to compensate equitably for such factors as shorter vacations and longer work week; where a separate pay plan is used, it will be comparable with that of the faculty and adjusted to compensate equitably for such factors as vacation and work week.

3. An equitable salary schedule will provide for each class of position a minimum and a maximum salary and a series of increments within each salary range, such increments to be granted on the basis of demonstrated competence, individual development (whether through growth on the job or through formal education), and attitude.

4. The library system in developing a pay plan, and in reviewing it to maintain its adequacy, will identify one or more key positions in the professional and in the other services, set salary schedules for these positions which are comparable to prevailing rates for such positions, and develop and adjust the salary schedule for other levels of positions in relation to the salary schedules set for each of these key positions.

5. The pay plan ladder consisting of the salary schedules for the various classes of positions will provide an orderly progression from the lowest to the highest schedule, with each schedule reflecting properly the difference in level of duties and responsibilities of positions in that classification from those in the schedule below and above it but without wide gaps or serious overlapping between schedules.

6. An equitable pay plan will reflect living costs in the community, the cost of maintaining an appropriate level of living, and the ability of the jurisdiction to pay for the service.

7. All policies and rules concerning the operation and administration of the pay plan will be set forth clearly in writing and will accompany the pay plan.

8. Though final approval and adoption of the pay plan and rules for its operation rest with the governing board and administration of the library, it is desirable that the library staff participates in the formulation of both the plan and its operating rules.

9. Each staff member will be informed of the salary schedule for his or her class of position, of the relation of that schedule to the pay plan as a whole, and of the policies and rules governing the operation of the plan.

The current studies of the ALA Board on Personnel Administration giving salary data for key positions will provide useful material for the library system in developing and maintaining the adequacy of its pay plan.

---

*Note: This policy was passed by the ALA Council in July 1955. It still remains a useful statement regarding the administration of a library's pay plan. Readers should note, however, that the references to the Board on Personnel Administration are not applicable since this unit is no longer in existence.

Appendix C

SELECTED BIBLIOGRAPHY ON COMPENSATION AND EMPLOYEE BENEFITS

Compiled by the
ALA Office for Library Personnel Resources

Note: The 1982 and 1984 ALA Survey of Librarian Salaries contained a selected bibliography on compensation which readers may wish to consult since many of these references are still useful. Selected items listed below have been published since that previous listing was compiled.

Brennan, E. James. "Job Descriptions and Pay: The Inevitable Link." Personnel Journal 63 (July, 1984): 18.

_____. "The Myth and the Reality of Pay for Performance." Personnel Journal 64 (March, 1985): 73-75.

Burgess, Leonard. Wage and Salary Administration: Pay and Benefits. Columbus, Ohio: Merrill, 1984.

Camuso, Michael A. "Keep Competitive With the Right Salary Survey." Personnel Journal 64 (October, 1985): 86, 89-91.

Conway, Michael A. "Salary Surveys: Avoid the Pitfalls." Personnel Journal 63 (June, 1984): 62-65.

Lawler, Edward E., III, and Ledford, Gerald E., Jr. "Skill-Based Pay: A Concept that's Catching On." Personnel 62 (September, 1985): 30-37.

O'Brien, Joan C., and Zawacki, Robert A. "Salary Surveys: Are They Worth the Effort?" Personnel 62 (October, 1985): 70-74.

Personick, Martin E. "White-Collar Pay Determination Under Range-of-Rate Systems." Monthly Labor Review 107 (December, 1984): 25-30.

Rosenbloom, Jerry S. The Handbook of Employee Benefits: Design, Funding and Administration. Homewood, Ill.: Dow Jones-Irwin, 1984.

Stonebraker, Peter W. "Flexible and Incentive Benefits: A Guide to Program Development." Compensation Review 17, No. 2 (1985): 40-53.

Teel, Kenneth S. "Are Merit Raises Really Based on Merit?" Personnel Journal 65 (March, 1986): 88-95.

Wright, John W. The American Almanac of Jobs and Salaries. Rev. ed. New York: Avon, 1984.

Appendix D

TECHNICAL CONSIDERATIONS

Formation of Library Groups

As in previous years, the survey samples were selected from two library universes--public and academic. The public library universe included all public libraries serving populations of 25,000 or more. The public libraries were stratified into two classes--those serving populations of from 25,000 to 99,999 and those serving populations of 100,000 or more.

The academic library universe was stratified into three classes: 2-year college, 4-year college, and university. This stratification was based on the "Highest Level of Offering" categories used by the U. S. National Center for Education Statistics (NCES) in documentation for the latest available tape of the universe of colleges and universities. The first of these three classes represents the NCES category "One but less than four years." (Officials at NCES assured us that the vast majority were two years.) The second represents the NCES category "Four or five year baccalaureate." The third combines four categories: "first professional degree," "master's," "beyond master's but less than doctorate," "doctorate." The NCES tape was used because it contains addresses of institutions which are legally authorized to offer and are offering at least a one-year program of college level studies leading toward a degree.

Within each of these five strata, libraries were further stratified into four geographic areas used frequently by NCES: North Atlantic, Great Lakes and Plains, Southeast, and West and Southwest. A list of states included in each region is provided in Table D-7.

Sample Selection and Return

The public library sample was selected from a tape leased from Market Data Retrieval--a company that specializes in educational mailing lists. This tape included the director's name and a code to indicate the size of population served by the library. For academic libraries, tapes purchased from the National Center for Education Statistics were used in a two-step process. First, a tape of "Library Statistics of Colleges and Universities, 1985 Institutional Data" was used to identify institutions which should be excluded from the survey universe. Institutions were excluded if they had salary and benefit expenditures of less than $50,000. The remaining institutions were sampled from the 1985-1986 tape of Institutional Characteristics of Colleges and Universities using the stratification plan described above.

Procedures used for the 1988 survey were similar to those used for previous surveys. The five library classes and four geographic areas were combined to form twenty groups from which samples were selected. The size of the sample for each type/size/geographic strata was based on a formula developed by Dr. Herbert Goldhor for the 1982 survey. This formula took into account the size of the population in each group and the expected return rate for the total survey. All groups were sampled as proportionally as possible. Tables I-6 show the size of each group, the size of the sample, and the size of the return.

Table D-1. Medium-Sized Public Libraries: Size of Group, Sample, Return

	Group #	Sample #	Sample % of group	Return #	Return % of sample
North Atlantic	369	150	41	124	83
Great Lakes and Plains	362	130	36	123	95
Southeast	413	142	34	125	88
West and Southwest	251	98	39	77	78
TOTAL	1395	520	38	449	86

Table D-2. Large Public Libraries: Size of Group, Sample, Return

	Group #	Sample #	Sample % of group	Return #	Return % of sample
North Atlantic	88	40	45	33	82
Great Lakes and Plains	116	40	34	36	90
Southeast	149	56	37	51	91
West and Southwest	143	48	34	47	98
TOTAL	496	185	60	167	90

Table D-3. 2-Year College Libraries: Size of Group, Sample, Return

	Group #	Sample #	Sample % of group	Return #	Return % of sample
North Atlantic	152	39	26	35	89
Great Lakes and Plains	175	39	22	35	89
Southeast	204	47	23	35	74
West and Southwest	241	61	25	51	83
TOTAL	772	186	24	156	83

Table D-4. 4-Year College Libraries: Size of Group, Sample, Return

	Group #	Sample #	Sample % of group	Return #	Return % of sample
North Atlantic	105	33	31	25	75
Great Lakes and Plains	158	47	30	47	100
Southeast	114	32	28	26	81
West and Southwest	44	28	64	22	78
TOTAL	421	140	33	120	85

Table D-5. University Libraries: Size of Group, Sample, Return

	Group #	Sample #	Sample % of group	Return #	Return % of sample
North Atlantic	306	94	31	72	76
Great Lakes and Plains	246	62	28	54	87
Southeast	202	68	31	59	86
West and Southwest	221	57	26	56	98
TOTAL	975	281	29	241	85

Table D-6. All Libraries Surveyed: Size of Group, Sample, Return

	Group #	Sample #	Sample % of group	Return #	Return % of sample
North Atlantic	1020	356	35	289	81
Great Lakes and Plains	1057	324	31	300	92
Southeast	1082	340	31	291	85
West and Southwest	900	294	33	253	86
TOTAL	4159	1314	32	1133	86

In addition to the 1,133 returns which were analyzed, we also received five responses too late for inclusion and three refusals. Two refusals said that salary data are confidential, and one said that major changes are in process.

Procedure

The first mailing of the questionnaire and cover letter was done in February, 1988. A postage-paid business reply envelope was enclosed to encourage response. Second and third mailings were sent to non-respondents.

At the Library Research Center (LRC) of the University of Illinois Graduate School of Library and Information Science, returns were screened, edited, entered into a microcomputer file and analyzed using SPSS/PC+ (the microcomputer version of the Statistical Package for the Social Sciences.)

Table D-7. States in Four Regions of the U.S.

North Atlantic	Great Lakes and Plains	Southeast	West and Southwest
Connecticut	Illinois	Alabama	Alaska
Delaware	Indiana	Arkansas	Arizona
District of Columbia	Iowa	Florida	California
Maine	Kansas	Georgia	Colorado
Maryland	Michigan	Kentucky	Hawaii
Massachusetts	Minnesota	Louisiana	Idaho
New Hampshire	Missouri	Mississippi	Montana
New Jersey	Nebraska	North Carolina	Nevada
New York	North Dakota	South Carolina	New Mexico
Pennsylvania	Ohio	Tennessee	Oklahoma
Rhode Island	South Dakota	Virginia	Oregon
Vermont	Wisconsin	West Virginia	Texas
			Utah
			Washington
			Wyoming

Source: Statistics of Public Libraries, 1977-78 (NCES, 1982)

Appendix E

AMERICAN LIBRARY ASSOCIATION
50 EAST HURON STREET · CHICAGO, ILLINOIS 60611 · (312) 944-6780

February 18, 1988

Dear Colleague:

ALA needs your help in providing information to the library community regarding salaries paid for full-time professional positions in academic and public libraries of the U. S. Your institution has been selected as part of a random sample of libraries to whom the enclosed questionnaire has been sent. Only summary results will be reported; individual responses will not be identified.

ALA expects the results of this survey to be useful to many people in the library community who need to know what salary might be paid to someone in a particular type of library position or in a particular geographical area. This information is potentially useful to librarians applying for positions, to librarians setting salaries, and to many others interested in the compensation of librarians.

ALA collected similar information in 1982, 1984, and 1986. The reports of results sold well and were praised in reviews. For 1988, the questionnaire has been considerably shortened. We believe the revised form will be easier for respondents to complete and will still give us the information most needed by users. In addition, this streamlining will make it possible for us to collect and publish data annually--a feature many librarians have requested.

Because your library is one of a scientifically selected sample, your response is essential to the success of the survey. As an indication of our thanks, participants will receive the report at a special price (to be announced). Please help complete the enclosed questionnaire and return it in the enclosed self-addressed, postage-paid envelope. Please return it as soon as possible, but no later than March 17, 1988. If you have questions about the survey, please call Mary Jo Lynch, Director, ALA Office for Research at 800-545-2433 (in Illinois 2444).

Sincerely yours,

Thomas Galvin
Executive Director
American Library Association

TG/vs
Enclosures (2)

Appendix F

AMERICAN LIBRARY ASSOCIATION SURVEY OF LIBRARIAN SALARIES

PART I. SALARIES PAID TO BEGINNING LIBRARIANS

A. Within the last 12 months has the library hired any full time staff with a master's degree in library science but no professional experience? Circle one

No (if so, skip to Part II) 1
Yes 2

B. What is the annual salary paid such staff? If the library hired more than one person, please list all annual salaries below as of January 1, 1988. If the incumbent works LESS than a 12 month year (including vacation) please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____ 10	4	_____ 10	7	_____ 10	10	_____ 10
	9		9		9		9
2	_____ 10	5	_____ 10	8	_____ 10	11	_____ 10
	9		9		9		9
3	_____ 10	6	_____ 10	9	_____ 10	12	_____ 10

DO NOT REPEAT SALARIES OF THESE LIBRARIANS IN PART II.

PART II. SALARIES PAID TO LIBRARIANS IN SELECTED POSITIONS

This section of the questionnaire requests information on annual salaries for selected library positions. We realize that many libraries have positions that are not included in the questionnaire.

Each page in Part II contains descriptions of several specific library positions. If your library has one or more staff employed full-time whose major responsibilities are covered by the position description, please provide the information requested on the form unless the salary was listed in Part I, B. If a staff member works full time but performs duties of more than one position, list him or her as incumbent in the position which you consider his or her major responsibility. List each staff member only once and give the salary in its full-time equivalent. All incumbents in these positions should be included regardless of academic credentials and regardless of the number of months worked in a year.* If the incumbent works LESS than a 12 month year (including vacation) please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

For each position in which you have staff employed please provide the annual salary of each incumbent as of January 1, 1988 except for those reported in Part I, B. Give actual dollars paid. Do not include fringe benefits. If you need additional space please use separate sheets of paper. Be sure to indicate the POSITION TITLE as appropriate.

*If services are contributed (i.e., institution pays some expenses or an honorarium but not a true salary) please do not list the incumbent.

POSITION TITLE: Director

POSITION DESCRIPTION: Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY _____ 9 / 10

Note: Circle 9 or 10 ONLY if salary is for LESS than a 12 month year (including vacation).

POSITION TITLE: Deputy/Associate/Assistant Director

POSITION DESCRIPTION: Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____ 10	4	_____ 10	7	_____ 10	10	_____ 10
	9		9		9		9
2	_____ 10	5	_____ 10	8	_____ 10	11	_____ 10
	9		9		9		9
3	_____ 10	6	_____ 10	9	_____ 10	12	_____ 10

POSITION TITLE: Department Head/Branch Head

POSITION DESCRIPTION: Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____ 10	4	_____ 10	7	_____ 10	10	_____ 10
	9		9		9		9
2	_____ 10	5	_____ 10	8	_____ 10	11	_____ 10
	9		9		9		9
3	_____ 10	6	_____ 10	9	_____ 10	12	_____ 10

POSITION TITLE: Reference/Information Librarian

POSITION DESCRIPTION: Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collections. May use computers to conduct database searches.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____10	4	_____10	7	_____10	10	_____10
	9		9		9		9
2	_____10	5	_____10	8	_____10	11	_____10
	9		9		9		9
3	_____10	6	_____10	9	_____10	12	_____10

POSITION TITLE: Cataloger and/or Classifier

POSITION DESCRIPTION: Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____10	4	_____10	7	_____10	10	_____10
	9		9		9		9
2	_____10	5	_____10	8	_____10	11	_____10
	9		9		9		9
3	_____10	6	_____10	9	_____10	12	_____10

POSITION TITLE: Collection Development or Selection Librarian/Subject Bibliographer

POSITION DESCRIPTION: Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____10	4	_____10	7	_____10	10	_____10
	9		9		9		9
2	_____10	5	_____10	8	_____10	11	_____10
	9		9		9		9
3	_____10	6	_____10	9	_____10	12	_____10

POSITION TITLE: Children's and/or Young Adult Services Librarian

POSITION DESCRIPTION: Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____10	4	_____10	7	_____10	10	_____10
	9		9		9		9
2	_____10	5	_____10	8	_____10	11	_____10
	9		9		9		9
3	_____10	6	_____10	9	_____10	12	_____10

A. Name and title of respondent*: _____

B. Telephone number: ( ) _____

*Neither libraries nor individuals will be identified in the report of this survey. The name of your library is given here so that we can avoid sending reminders to libraries who respond. The name and phone number of the person responding are requested because we may need to contact him or her if we have questions about this return.

Thank you very much! Please return by March, 17, 1988 in enclosed postage paid envelope to:

American Library Association
Office for Research
50 E. Huron Street
Chicago, Illinois 60611

PLACE LABEL HERE

Appendix G

SALARIES PAID FOR LESS THAN A TWELVE MONTH YEAR IN ACADEMIC LIBRARIES

Instructions on the questionnaire told the respondent:

If the incumbent works LESS than a 12 month year (including vacation) please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

A program was written to prorate these salaries to their twelve month equivalents for the purpose of reporting results of this survey. For each position in which nine or ten month salaries paid were reported, Table G gives the total number of incumbents, the number and percent of nine month salaries, the number and percent of ten month salaries and the total number and percent of nine and ten month salaries.

Table G. Salaries Paid for Less than a 12 Month Year in Academic Libraries by Position and Type of Library.

Position and Type of Library	All Incumbents		9-month		10-month		9 & 10 month	
	#	%	#	%	#	%	#	%
Director								
2-year college	152		19	13	16	11	35	23
4-year college	117		4	3	5	4	9	8
University	229		3	1	1	0	4	2
Deputy/Associate Assistant Director								
2-year college	45		7	16	4	9	11	24
4-year college	62		5	8	3	5	8	13
University	313		2	0	4	1	6	2
Department Head/Branch Head								
2-year college	52		12	23	9	17	21	40
4-year college	79		7	9	8	10	15	19
University	973		26	3	20	2	46	5
Reference/Information Librarian								
2-year college	142		33	23	36	25	69	49
4-year college	77		9	12	11	14	20	26
University	1026		36	4	46	4	82	8
Cataloger and/or Classifier								
2-year college	68		20	29	8	12	28	41
4-year college	66		9	14	7	11	16	24
University	535		18	3	13	2	31	6
Collection Development Librarian/ Subject Bibliographer								
2-year college	28		10	36	6	21	16	57
4-year college	19		1	5	1	5	2	11
University	305		9	3	4	1	13	4

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1988.

ISBN 0-8389-3366-1